

**A RESOLUTION CONCERNING
MARYLAND TEACHER SALARIES IN STATE
TARGET AREAS – A PILOT PROGRAM**

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40 **WHEREAS:** There is a significant absence of certified teachers in the state of Maryland
50 and specifically in certain target areas; and,

60 **WHEREAS:** The Maryland State Department of Education has identified technology,
70 the sciences, and mathematics teachers as a target population for
80 recruitment sighting high absences of certified teachers in these areas; and,

90 **WHEREAS:** The Maryland State Department of Education has identified that several
100 urban communities in the state have an overwhelming shortage of
110 qualified or certified teachers to fill all positions; and,

120 **WHEREAS:** The City of Baltimore is one of the urban target areas of Maryland State
130 Department of Education. Of the 100 largest cities in the United States,
140 the city ranks 97th for teacher salaries. In the state of Maryland among the
150 24 school districts the city ranks 24th; and,

160 **WHEREAS:** Teachers in the City of Baltimore are required to endure working
170 conditions including buildings without environmental controls, absence of
180 teaching supplies/materials, and class sizes sometimes 3 times that of
190 other districts; and,

200 **WHEREAS:** The State of Maryland as a whole ranks 39th in the nation for employment
210 of certified teachers in the mathematics and sciences; and,

220 **WHEREAS:** Students graduating from college with the qualifications to teach as a
230 certified mathematics or science teacher the State Maryland can find with
240 95 percent success rate employment in the private sector for an average of
250 a 14 thousand dollar greater starting salary and a salary cap nearly 25
260 thousand dollars greater; and,

270 **WHEREAS:** The education our the children of our nation must be our first focus in the
280 21st century.

290 **THEREFORE BE IT RESOLVED:** That the Maryland Student Legislature urges the
300 State of Maryland to begin a pilot program to provide certified teachers to
310 areas, which are unable to attract qualified teachers using current salary
320 incentives; and,

330 **BE IT FURTHER RESOLVED:** That this pilot program would create
340 State employed teachers, which would be available on state contract to any
350 State school district meeting the guidelines established by the State
360 Department of Education; and,

370 **BE IT FURTHER RESOLVED:** That the State Department of
380 Education will establish an application process of local school
390 Districts . That the department shall consider request based on need of
400 district with guidelines established by the department. Where teachers
410 could be contracted to the local school districts without a financial
420 commitment from the district given the terms of the contract is agreed

430 upon by the individual teacher; and,

440 **BE IT FURTHER RESOLVED:** That the State Department of
450 Education will establish salary guidelines for state employed teachers;
460 where teacher salaries are scaled on educational merit and experience,
470 employment merit and experience, and market demand for the position
480 with a 33 thousand dollar base pay for first year employees; and,

490 **BE IT FURTHER RESOLVED:** That the State Department of
500 Education will establish a merit based salary scale for salary increase
510 during state employment create a task force to study this program over a
520 seven year period; and,

530 **BE IT FURTHER RESOLVED:** That the State Department of
540 Education will implement this pilot program by September 1, 2001.

550 **MANDATES:** Governor Parris N. Glendenning
560 Lieutenant Governor Kathleen Kennedy Townsend
570 Speaker of the House Casper Taylor
580 President of the Senate Thomas V. "Mike" Miller
590 State Secretary of Education Dr. Nancy Grasmick
600 Senator Donald Munson
610 Senator Robert Neall
620 Senator Paul Hogan
630 Honorable Delegate Robert McKee

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